

**SONG-BROWN FAMILY PHYSICIAN TRAINING PROGRAM  
SITE VISIT EVALUATION REVIEW**

REGISTERED NURSING EDUCATION PROGRAM: Copper Mountain College

Date of Site Visit: Thursday, May 1, 2008

Site Review Staff: Manuela Lachica Song-Brown Program Director and Terrie Smith  
Song-Brown Program Analyst

Names and Titles of Persons Interviewed:

Ms. Leslie A. Moody, Program Director

Dr. Pat Caldwell, Superintendent/President Interim

Dr. Joseph Olson, VP Finance/Administrative Services

Dr. Roger Wagner, VP Instruction

Dr. Rodger McGinnis, Dean of Education

Ms. Jackie Combs, VP Patient Care Services

Marge Doyle, Acute DON Med/Surg/ICU/Tele

Karmollette O'gilvie, Perinatal Services Director

Site visit questions relate to the Song-Brown Family Physician Training Act Standards for Registered Nursing Education Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in italics:

**Section I. *Each Registered Nursing Education Program approved for funding under the Song-Brown Family Physician Training Act (hereinafter "the Act") shall be operated by an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code, or the Board of Governors of the California Community Colleges, and that is approved by the Board of Registered Nursing.***

The following questions relate to **Section I** of the Training Program Standards:

1. Is the education program operated by one of the following entities?

An accredited California School of Nursing? Yes ☒ No ☐

2. Has the program been approved by one of the following entities?

The Board of Registered Nursing?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The Board of Governors of the CA Community Colleges?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The Trustees of the California State University?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
The Regents of the University of California?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>

3. What is the NCLEX pass rate? 67% first-Time pass and 90% second-time pass
4. How many students do you train each year? 24 students each semester

Comments: Any additional students to the current 24 would require additional Skills Lab area. There is a plan in the administrative approval process for construction of additional classrooms and a larger lab.

**Section II. *Each Registered Nursing Education Program approved for funding under the Act shall include a component of education in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare registered nursing services in such neighborhoods and communities.***

The following questions relate to **Section II** of the Education Program Standards:

1. Does the education program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter “component of training”) that is organized to prepare registered nurses for services in such neighborhoods and communities?

Yes ☒ No ☐ If no, provide comments: \_\_\_\_\_

2. Describe the location of the education program’s “component of training”?

*Check which category(ies) apply:*

- ☒ Medically underserved multicultural community  
☒ Lower socioeconomic area  
☒ Rural area  
☐ None of the above

Comments: Hi-Desert Memorial Health Care District (HDMHCD) is a rural (federal designation) non-profit public hospital district with underserved status. Copper Mountain College Theory and Skills lab.

3. Street address and zip code of “component of training”: Hi-Desert Memorial Health Care District (HDMHCD), 6601 White Feather Road, Joshua Tree, CA 92252. Copper Mountain College Theory and Skills lab, 6162 Rotary Way, Joshua Tree, CA 92252.
4. Are all of the program’s students required to spend part of their education in patient care in the “component of training”? Yes ☒ No ☐

Did the site review include a visit to the “component of training”?

Yes ☒ No ☐

Comments: The visit included HDMHCD which has the following facilities and services: 59 bed Acute Care Hospital (4 bed) ICU, \$+1 bed Birthing Center, 24-hour Emergency Department, Surgery Department, 51 bed inpatient Medical/Surgical/Telemetry unit; 120 bed Continuing Care Center that provides skilled nursing services to 95 SNF residents and 25 Adult Respiratory Subacute residents; off-site ambulatory surgery center; two rural Health Clinics (one located at each end of the geographic district) which are federally designated and where MediCal patients receive access and treatment by medical specialists; Behavioral Health Center which provides treatment for high acuity patients with mental health disorders (MediCare/MediCal clients); Special Additions Prenatal Clinic which provides prenatal services primarily to women on MediCal with the California Prenatal Services Program (CPSP); Home Health & Hospice Services. More than 80% of the students' clinical training hours are completed at the HDMHCD.

5. Check all applicable categories that describe the "component of training"?

Yes ☐ No ☒ Federally Qualified Health Center or Look-alike  
Yes ☐ No ☒ Community Health Center (Section 330)  
Yes ☒ No ☐ Rural Health Clinic (P.L. 95-210)  
Yes ☒ No ☐ Government-Owned/Operated Facility  
Yes ☒ No ☐ other (describe): Healthcare Professional Shortage Area (designated HPSA); Registered Nursing Shortage Area Designated RNSA); Medically Underserved Area (HRSA designated MUA, CT0104.03).

Additional comments relating to compliance with Section II of the Standards (optional): Other clinical partners (also in underserved areas: Morongo Basin Counseling and Recovery, 55475 Santa Fe Trail, Yucca Valley, CA 92284; John F. Kennedy Memorial Medical Center (JFK), 47-111 Monroe Street, Indio, CA 92201; Desert Regional Medical Center (DRMC), 1150 N. Indian Canyon Drive, Palm Springs, CA 92263; Eisenhower Medical Center, 39000 Bob Hope Drive, Rancho Mirage, CA 92270; Hi-Desert Dialysis, 847 29 Palms Highway, Suite 102, Yucca Valley, CA 92284; Visiting Nurses Association of the Inland Area, 56300 29 Palms Highway, Suite 105, Yucca Valley, CA 92284; Oasis Rehabilitation, 47-915 Oasis Street, Indio, CA 92201; Arrowhead Regional Medical Center (ARMC), 400 N. Pepper Avenue, Colton, CA 92324; Braswell Corporation (multi-facility: Desert Manor – Alzheimer's/Dementia, Sky Harbor – SNF, Santa Fe Assisted Living, 8515 Cholla, Yucca Valley, CA 92284; Robert E. Bush Naval Hospital Twenty-nine Palms, Twenty-nine Palms MCAGCC 92278.

**Section III. *Appropriate strategies shall be developed by each education institution receiving funds under the Act to encourage Registered Nurses who are educated in the education program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the California Healthcare Workforce Policy Commission (hereinafter referred to as “areas of need”). Such strategies shall incorporate the following elements:***

- A. *An established procedure to identify, recruit and admit registered nursing students who possess characteristics which would suggest a predisposition to practice in areas of need, and who express a commitment to serve in areas of need***
- B. *An established counseling and placement program designed to encourage education program graduates to enter practice in areas of need.***
- C. *A program component such as a preceptorship experience in an area of need, which will enhance the potential of education program graduates to practice in such an area.***

**The following questions relate to Section III of the Education Program Standards:**

- 1) Does the program have an established procedure to identify, recruit and admit registered nursing students who possess the following characteristics?
- a) A predisposition to practice in areas of need? Yes ☒ No ☐
  - b) Who express a commitment to serve in areas of need? Yes ☒ No ☐

Comments: This Program is provided by a California Community College which must comply with all mandates for open access and enrollment. The Program does hold regular information sessions at local high schools and on the college campus to provide Program information to local residents as well as other interested potential students. Until disallowed by recent legislation, the Program had a policy that would allow admission selection to be driven in part by evidence of local commitment (local residency and completion of minimum number of units at the college) which would then increase the chances that locally educated nurses would remain in the community to provide service to this underserved population. Information regarding programs, changes, new offerings, etc. is distributed to all district community healthcare agencies to encourage participation by local residents.

Four partner clinical facilities, HDMHCD, JFK, DRMC and ARMC offer internships to the students in the summer months between their first and second year of the Program. Program staff encourage students to participate in these programs and facilitate related communications between the students and clinical facilities. It has

been observed that students will form stronger bonds with facilities and their staff, and thus tend to seek employment at the facilities where they train.

The Program's primary clinical partner, through its non-profit foundation, has established the Martie Avels Nursing Scholarship that provides full-cost funding for local resident nursing students who commit to a minimum two-year employment at the HDMHCD following graduation. Eighteen of these 100% scholarships were given to students of the first generic cohort (admitted 8/2005, graduated 5/2007); Eight scholarships were given to students of the second admitted generic cohort (began 8/2007); Six scholarships will be awarded to 2008 admitted students and six annually thereafter.

- 2) Check all applicable categories that describe the established procedure referenced in Section III of the Education Program Standards (above):

- |  |   |
|--|---|
| Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/> | (a) Mission statement speaks to graduate deployment                                 |
| Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/> | (b) Website emphasizes underserved areas, populations                               |
| Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/> | (c) Promotion of mission in interviews of training program applicants               |
| Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/> | (d) Weighting of underserved goals affecting ranking of applicants                  |
| Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/> | (e) Special emphasis on recruiting registered nursing students from local community |
| Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/> | (f) Developing core faculty with experience in underserved practices                |
| Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/> | (g) Offering preceptorships, clerkships to potential applicants                     |
| Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/> | (h) Formally promoting registered nursing careers in high schools, colleges         |

Other (describe): The Health Sciences Department staff regularly provide information sessions on the local high school campuses as well as on the college campus to encourage inquiry and selection of nursing as a career. This encourages admission application by persons who are established and committed to staying in the local communities.

Faculty with the appropriate education and a record of service and residency in the community are regularly recruited and are encouraged to apply for open faculty positions at Copper Mountain College. These faculty members can promote and model local service to the students.

The Nursing Program Director will facilitate with the Partner Clinical Facilities regarding student employment opportunities. These facilities participate in the Copper Mountain College job fairs.

- 3) Does the program have an established counseling and placement program designed to encourage nursing education program graduates to enter practice in areas of need?

Yes ☒ No ☐

Does the program provide any type of support services for students?

- ☒ NCLEX Preparation -- Define the nature of your NCLEX
- ☒ Skills Lab preparation in space provided
- ☒ Tutoring below.
- ☒ Mentoring
- ☒ Safety Issue

Comments: The Assessment Technologies Institute (ATI) package will be provided to all Registered Nursing Program students. This package contains practice tests and proctored examinations to improve students performance on the licensure exam as well as provides program review for the students success. Lab and classroom expansion with the addition of SIMs Adult, pediatric and infant simulation mannequins for training. Student evaluations are preformed weekly to determine if they are having academic, study skills and test skills issues, along with financial, or emotional, problems. The faculty will have a student in a tutoring program if needed and they are aware of the many county programs to assist students with any hardships.

Are these services free to the students?

Yes ☒ No ☐

- 4) Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Education Program Standards (above):

- Yes ☒ No ☐ N/A ☐ (a) Faculty advisors/hospital management promote practice Opportunities
- Yes ☒ No ☐ N/A ☐ (b) Coordination with Health Professions Education Foundation's RN education scholarships and loan repayment programs
- Yes ☒ No ☐ N/A ☐ (c) Coordination with community healthcare employers in recruiting program graduates
- Yes ☒ No ☐ N/A ☐ (d) A program matching registered nurses with underserved areas

Additional comments relating to compliance with Section III of the Standards (optional): The Copper Mountain College ADN nursing program demonstrates that community members, faculty, and administration have successfully come together

as a team with shared responsibility for the development of an academic program that meets the needs of their community.

**The following are general questions relating to the administration of the Song-Brown Registered Nursing Education Program:**

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act?

- |   |                              |  |
|---|------------------------------|--|
| a) The applications for Song-Brown funds:           | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| b) The oral presentations to the Commission:        | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| c) The contract process:                            | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| d) The invoice process:                             | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| e) Staff's ability to provide technical assistance: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| f) RNSA methodology                                 | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

2. Is there any information about the Registered Nursing Education Program not covered by the above questions that should be noted or included with this site visit report?

If yes, please comment: Education Concerns

Restrictions on faculty time, due to new Bargaining Unit rules; They would like to be able to accept all local applications into their nursing program; Clinical rotation flexibility, having to compete with other programs; Keeping the personal/caring touch within nursing while the higher salaries are attracting many students.